

# Comparisons of Job Characteristics

**Focus Occupation:** Social and Human Service Assistants (21-1093)

**Associated Occupation:** Social and Community Service Managers (11-9151)

Compare Knowledge

Compare Skills

Compare Abilities

Compare Detailed Work Activities

Compare Tools and Technologies

<<	Focus occupation element is much lower
<	Focus occupation element is lower
0	Focus occupation element is at a similar level
>	Focus occupation element is at a higher level
>>	Focus occupation element is at a much higher level

## Knowledge

Similarity of Focus Occupation to Associated Occupation: 92

**Focus Occupation:** Social and Human Service Assistants (21-1093)

**Associated Occupation:** Social and Community Service Managers (11-9151)

Associated Occupation's Key Knowledge Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation
Customer and Personal Service	11.3	20.5	18.2	< Expanded education and/or training may be required
Psychology	6.4	17.1	12.6	<< Extensive education and/or training may be required
Administration and Management	8.4	16.4	10.8	<< Extensive education and/or training may be required
English Language	11.2	16.4	9.8	<< Extensive education and/or training may be required
Therapy and Counseling	3.8	16.2	14.2	< Expanded education and/or training may be required
Personnel and Human Resources	5.6	13.2	4.7	<< Extensive education and/or training may be required
Clerical	7.3	12.2	12.0	0 Current knowledge level may be sufficient
Sociology and Anthropology	4.1	11.9	8.8	<< Extensive education and/or training may be required
Philosophy and Theology	3.2	8.7	8.2	0 Current knowledge level may be sufficient

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

## Skills

Similarity of Focus Occupation to Associated Occupation: 85

**Focus Occupation:** Social and Human Service Assistants (21-1093)

**Associated Occupation:** Social and Community Service Managers (11-9151)

Associated Occupation's Key Skills Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation
Social Perceptiveness	9.1	15.4	13.6	< A higher skill level may be required
Time Management	8.9	15.0	9.3	<< Extensive development of skills in this area may be required

Management of Personnel Resources	6.9	14.8	6.4	<<	Extensive development of skills in this area may be required
Coordination	9.1	14.5	10.2	<<	Extensive development of skills in this area may be required
Monitoring	9.9	14.4	10.1	<<	Extensive development of skills in this area may be required
Judgment and Decision Making	9.4	14.2	9.1	<<	Extensive development of skills in this area may be required
Service Orientation	7.9	13.5	12.8	0	Current skill level may be sufficient
Systems Analysis	6.5	12.8	7.7	<<	Extensive development of skills in this area may be required
Systems Evaluation	6.4	12.8	7.2	<<	Extensive development of skills in this area may be required
Management of Financial Resources	3.3	11.3	3.8	<<	Extensive development of skills in this area may be required
Management of Material Resources	3.7	8.8	3.8	<<	Extensive development of skills in this area may be required

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

Abilities		Similarity of Focus Occupation to Associated Occupation: 96			
Focus Occupation: Social and Human Service Assistants (21-1093) Associated Occupation: Social and Community Service Managers (11-9151)					
Associated Occupation's Key Abilities Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation	
Oral Comprehension	12.5	16.2	12.3	<<	Extensive improvement in abilities may be required
Oral Expression	12.4	16.2	11.9	<<	Extensive improvement in abilities may be required
Speech Clarity	10.2	16.2	11.9	<<	Extensive improvement in abilities may be required
Written Comprehension	11.0	14.5	11.6	<	Some improvement in abilities may be required
Deductive Reasoning	10.6	14.2	10.6	<<	Extensive improvement in abilities may be required
Problem Sensitivity	11.1	14.2	12.6	<	Some improvement in abilities may be required
Speech Recognition	9.9	14.2	12.8	<	Some improvement in abilities may be required
Written Expression	9.8	13.6	12.0	<	Some improvement in abilities may be required
Fluency of Ideas	7.6	12.2	8.6	<<	Extensive improvement in abilities may be required
Originality	7.6	12.2	8.1	<<	Extensive improvement in abilities may be required
Number Facility	6.3	9.9	6.8	<<	Extensive improvement in abilities may be required
Time Sharing	6.6	8.6	7.2	<	Some improvement in abilities may be required

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

## Activities that Both Occupations Have in Common

Similarity of Focus  
Occupation to Associated  
Occupation: 71

**Focus Occupation: Social and Human Service Assistants (21-1093)**  
**Associated Occupation: Social and Community Service Managers (11-9151)**

Work Activities	Exclusivity of Activity
Determine social service program status	87
Make presentations	13

Not all positions in these occupations will necessarily perform all of the listed activities. The exclusivity rating is an indication of how unique the activity is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations engage in that activity.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

## Tools and Technologies that Both Occupations Have in Common

Similarity of Focus  
Occupation to Associated  
Occupation: 86

**Focus Occupation: Social and Human Service Assistants (21-1093)**  
**Associated Occupation: Social and Community Service Managers (11-9151)**

Tools and Technologies	Exclusivity
Business function specific software	1
Calculating machines and accessories	3
Computers	1
Content authoring and editing software	1
Data management and query software	1
Information exchange software	1
Network applications software	1
Personal communication devices	2

Not all positions in these occupations will necessarily use all of the listed tools and technologies. The exclusivity rating is an indication of how unique the tool or technology is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations use that tool or technology.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.